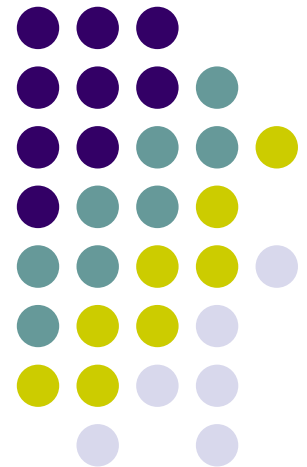
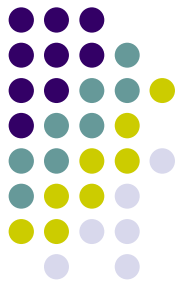


Julaine Schmidt
Recruitment Program Manager

Food Safety
and
Inspection Service



My Role:

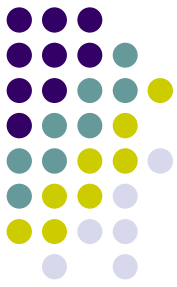


- ◆ Coordinate all major recruitment initiatives to ensure that the agency human resources staff, recruiters, and special emphasis staff members are united in an overall recruitment strategy that is effective and parallel with the Agency's equal opportunity goals and objectives
- ◆ Seek support and involvement of program managers throughout FSIS as we further develop our recruitment program

Annual Recruitment Plan



- Agency wide plan, focusing on mission critical positions
- The Plan includes:
 - Accomplishments from previous year and goals for current year (in general and specifically for our major occupations)
 - List of and contact information for our Agency recruiters
 - Schedule of events for current year
 - Budget information
- Distributed to Agency Recruiters and Managers



Our Recruiters

- Diverse group from different parts of the agency
- Nominated by managers
- Represent Agency at conferences/job fairs
- Develop relationship with schools and organizations in their geographical area

Schedule of events



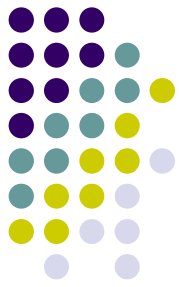
- 47 colleges and universities
 - 27 vet schools
 - 20 4 year colleges (HSI, HBCU and TBCU)
- 21 conferences/conventions
 - diversity conventions
 - professional conferences
- Human resources recruiter teams up with a recruiter from another part of the agency

Partnerships with Colleges

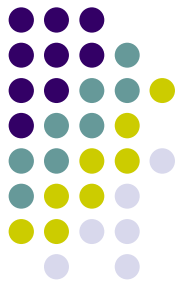


- MOU with the college (formalizes our recruitment and hiring from the college)
 - Recruiters on campus in fall and in spring
 - Host workshops for students on how to apply for federal jobs
 - Senior Managers visit campus to meet with college officials and student groups
- Utilize hiring flexibilities to hire current and graduating students

Hiring/Recruitment Initiatives



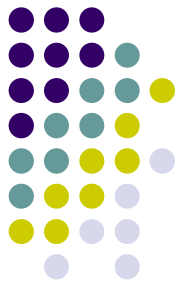
- ◆ Student Programs
 - ◆ SCEP and STEP
- ◆ Career Intern Program
- ◆ Fellows Program
- ◆ Volunteer Service



Recruitment Incentives

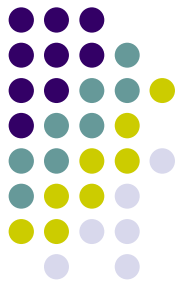
- ◆ Recruitment Bonuses
 - ◆ Amount varies based on occupation and geographical area
- ◆ First post of duty moves

Print and web based advertising



- Special Emphasis publications
 - Prensa Latina
 - Tribal College Journal
 - Veterans Vision
 - Black EOE Journal
- Professional publications
 - Journal of the American Veterinary Medical Association
- Web based

Recruitment Budget



- Covers:
 - registration fees for job fairs/conventions
 - recruitment materials
 - promotional items
 - exhibits (updating/repairing/purchasing)
 - shipping costs - materials to and from event
 - travel costs for Human Resources Recruiters
 - Advertising

Initiatives



- ◆ Automated job advertising, applicant evaluation and referrals
- ◆ Redesigning web site to be more applicant and recruiter friendly

Julaine Schmidt
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FSIS
Human Resources Division

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